



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

August 26, 2005

To: Each Supervisor

From: Michael J. Henry *[Signature]*  
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL CENTER (KDMC)**

This status report reflects information as of August 25, 2005. Please keep in mind that this information changes daily and, therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, we have taken disciplinary actions against 285 employees at KDMC. Of this number, 144 actions have resulted in discharges, releases or resignations. A total of 36 disciplinary actions have been taken against physicians and 27 physicians have been discharged or resigned. Our open caseload is currently 93 (detailed summary information is contained in Attachments I and II). Since our last report, we have closed 11 cases and have opened nine additional cases.

Three of the new cases involve nursing personnel. One of the three cases involves alleged substandard attendance, another involves alleged unprofessional behavior, and the third involves alleged failure to carry out duties. There is one new physician case involving alleged outside employment activity.

### **RECRUITMENTS**

As previously reported, Antionette Smith Epps has accepted the position of Chief Executive Officer, Martin Luther King, Jr./Drew Medical Center, effective October 17, 2005. Eligible registers are available for the new CEO to use in selecting the Chief Operations Officer (COO) and Chief Nursing Officer (CNO). The COO and CNO recruitments are open and the search firms will continue in their efforts to recruit until candidates are appointed.

*To Enrich Lives Through Effective and Caring Service*

Each Supervisor  
August 26, 2005  
Page 2

Job offers have been accepted by candidates for the positions of Nurse Manager Medical/Surgical and Clinical Nurse Specialist/Psychiatry. Both candidates have completed all required medical and background clearances. The Nurse Manager is scheduled to start on September 6, 2005 and the Clinical Nurse Specialist is scheduled to start on September 19, 2005. A job offer extended to a candidate for Assistant Nurse Manager (Supervising Staff Nurse II) Emergency Room is pending the candidate's acceptance.

If you have any questions, please call me.

MJH:REB  
SBH:ck

#### Attachments

c: David E. Janssen  
Thomas L. Garthwaite, M.D.  
Ray Fortner  
Violet Varona-Lukens  
Fred Leaf  
Kae Robertson  
Hank Wells

H:KDMCSTATUSMEMO 8-26-05 Final

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 08/25/05

Dated: 8/25/2005

Closed Cases -	552
Open Cases -	93
Referred Cases -	17
Grand Total =	662

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Formal discipline:</b>						
Discharges	8	0	21	0	13	42
Discharges of Probationers	0	2	5	0	4	11
Suspensions (6 - 30 Days)	2	6	29	3	14	54
Suspensions (1 - 5 Days)	4	6	20	1	11	42
Reprimands	5	1	20	2	8	36
Warnings	1	1	1	3	3	9
Resignations in Lieu of Administrative Action	16	7	22	6	6	57
Release of Temporary Employee	7	1	20	0	5	33
Medical Release	0	0	0	0	1	1
<b>Subtotal</b>	<b>43</b>	<b>24</b>	<b>138</b>	<b>15</b>	<b>65</b>	<b>285</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	18	7	30	43	25	123
<b>Total Actions Taken</b>	<b>61</b>	<b>31</b>	<b>168</b>	<b>58</b>	<b>90</b>	<b>408</b>

- <sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners  
<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.  
<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant  
<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES / PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT – MEDICAL STAFF**  
Period: 01/26/04 – 08/25/05

Dated: August 25, 2005

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<u>Formal Discipline:</u>  Discharges Discharges of Probationers Suspension (6 - 30 Days) Suspension (1 - 5 Days) Reprimands Warnings	6	2	0	8
	0	0	0	0
	1	1	0	2
	3	1	0	4
	4	1	0	5
	1	0	0	1
Resignations in Lieu of Administrative Action	14	1	1	16
Release of Temporary Employee	7	0	0	7
Medical Release	0	0	0	0
Subtotal	36	6	1	43
TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
Non-Disciplinary Corrective Actions	16	1	1	18
Total of Action Taken	52	7	2	61